Eastern Ontario Development Program Collaborative Project

While many challenges facing manufacturers are beyond the control of the local level, there are areas where local economic development agencies can work collaboratively to improve the performance of individual companies and the entire manufacturing sector in Eastern Ontario. This project will address the Eastern Ontario Economic Development Strategy by addressing:

• Workforce Development & Deployment
• Technology Integration & innovation

Manufacturers have clearly identified in a number of reports that availability of new employees and upgrading the technical skills and soft skills of the incumbent workforce are key requirements to improving the competitiveness of the sector and to retaining and growing jobs.

Through the implementation of MAGNET this project will improve access to qualified talent and reduce one of the main hurdles associated with conducting training that improves the competitiveness of manufacturers.

This collaborative project involves stakeholders from economic development, municipalities, education and the manufacturing sector collaborating to enhance the competitiveness of the Eastern Ontario manufacturing sector.

The manufacturing / industrial sector continues to be a major economic driver for Eastern Ontario providing competitive wages, career opportunities, tax base, spending and it generates economic spin-off across all sectors of the regional economy; better trained employees = more competitive companies = a stronger, more robust Eastern Ontario economy.
## Eastern Ontario Manufacturing Sector

### How many manufacturing jobs are impacted per County?

<table>
<thead>
<tr>
<th>County</th>
<th>Manufacturing jobs</th>
<th>Total jobs</th>
<th>% manufacturing jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stormont, Dundas and Glengarry (3501)</td>
<td>5,146</td>
<td>40,605</td>
<td>13%</td>
</tr>
<tr>
<td>Prescott and Russell (3502)</td>
<td>2,714</td>
<td>24,752</td>
<td>11%</td>
</tr>
<tr>
<td>Leeds and Grenville (3507)</td>
<td>5,451</td>
<td>36,815</td>
<td>15%</td>
</tr>
<tr>
<td>Lanark (3509)</td>
<td>2,315</td>
<td>21,114</td>
<td>11%</td>
</tr>
<tr>
<td>Renfrew (3547)</td>
<td>3,962</td>
<td>43,378</td>
<td>9%</td>
</tr>
<tr>
<td>Frontenac (3510)</td>
<td>4,224</td>
<td>79,841</td>
<td>5%</td>
</tr>
<tr>
<td>Lennox and Addington (3511)</td>
<td>1,818</td>
<td>11,377</td>
<td>16%</td>
</tr>
<tr>
<td>Hastings (3512)</td>
<td>7,591</td>
<td>62,794</td>
<td>12%</td>
</tr>
<tr>
<td>Prince Edward (3513)</td>
<td>456</td>
<td>6,174</td>
<td>7%</td>
</tr>
<tr>
<td>Northumberland (3514)</td>
<td>4,795</td>
<td>27,648</td>
<td>17%</td>
</tr>
<tr>
<td>Peterborough (3515)</td>
<td>5,648</td>
<td>57,409</td>
<td>10%</td>
</tr>
<tr>
<td>Kawartha Lakes (3516)</td>
<td>1,513</td>
<td>21,724</td>
<td>7%</td>
</tr>
<tr>
<td>Haliburton (3546)</td>
<td>129</td>
<td>4,357</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>45,762</strong></td>
<td><strong>437,988</strong></td>
<td><strong>10%</strong></td>
</tr>
</tbody>
</table>

Data from OMAF and MRA and the EMSI Analyst tool
# Project timelines

<table>
<thead>
<tr>
<th>Date</th>
<th>PHASE 1 (Pilot Project)</th>
<th>PHASE 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/14</td>
<td>Develop promotional and tracking material</td>
<td></td>
</tr>
<tr>
<td>10/14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11/14</td>
<td>Identify local administrators</td>
<td></td>
</tr>
<tr>
<td>12/14</td>
<td>Promote project to manufacturers</td>
<td></td>
</tr>
<tr>
<td>01/15</td>
<td>Training takes place</td>
<td></td>
</tr>
<tr>
<td>02/15</td>
<td>Implementation and roll out of Magnet</td>
<td>Training takes place</td>
</tr>
<tr>
<td>03/15</td>
<td>Magnet being used</td>
<td>Magnet being used</td>
</tr>
<tr>
<td>04/15</td>
<td>Phase 1 EODP report and claim prepared/submitted</td>
<td>Final EODP report and claim prepared/submitted</td>
</tr>
<tr>
<td>05/15</td>
<td></td>
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<tr>
<td>06/15</td>
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<td>01/16</td>
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<td>02/16</td>
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</tr>
<tr>
<td>03/16</td>
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</tbody>
</table>
Coordinating Agencies

Five coordinating agencies plus QEDC are responsible for:

- Project promotion to industries within their region
- Collecting paperwork from manufacturers
- Advertising workshops and group training opportunities

Local coordinating agencies are:
- County of Renfrew Economic Development Services
- Eastern Ontario Training Board
- Kingston Economic Development Corporation
- Northumberland Manufacturers’ Association
- Peterborough Economic Development /Kawartha Manufacturers' Association
- Quinte Economic Development Commission
**Overall project administration**

Phase 1 - QEDC responsible for overall project administration for all Eastern Ontario including:
- Developing project materials,
- Outreach to EDOs and manufacturing associations to get their participation,
- Outreach to Counties and municipalities to implement local WhoPlusYou sites
- Ongoing communications with local EDOs and manufacturing associations to monitor participation rates and to collect claim documents.
- Process claims to FedDev
- Coordinate local EDO and manufacturing associations activities
- Local promotion

For phase 2 – QEDC would be responsible for the West Project and an Economic Development Office in the Eastern Project area would be responsible for that region.
Project roll out

It is recognized that manufacturers are not distributed evenly across Eastern Ontario. Each area would have a base amount of training support funding ⅛ with the remaining funds ⅛ being used in areas with greater uptake.

This program is open to all manufacturers not just those who may belong to a regional manufacturing association such as the KMA, NMA or QMA. In the event a manufacturing associating is a coordinating agency they may need to utilize the local network of EDOs, CFDCs, Chambers of Commerce and others to extend their outreach beyond their members.

Training Funds

In recognition of the use of the resources it takes to coordinate this project we have budgeted

- Year 1 - $159,000 to offset $318,000 in 3rd party training costs.
- Year 2 - $450,000 to offset $900,000 in 3rd party training costs.

Funding for Coordinating Agencies

In recognition of the use of the resources it takes to coordinate this project we have budgeted

- Year 1 - $2,000 for each hub to offset $4,000 of staff wages.
- Year 2 - $5,000 for each hub to offset $10,000 of staff wages.
Training in Eastern Ontario

There is no typical Eastern Ontario manufacturer and there is no one way to meet the training and productivity improvement needs of manufacturers.

The makeup of Eastern Ontario’s manufacturing sector and company specific training needs span a wide range:

• Manufacturers cover the spectrum from those that support a local market to those that produce solely for the global market place and everything in between. They include sole proprietorships up to multinational companies.
• Company training plans can range from almost nonexistent to complex multiyear development plans.
• The need for training to address soft skills has risen to prominence in the last few years. A combination of factors has lead to a mismatch in the skills employers require and those that new employees are bringing to the workplace. This must be addressed to ensure business viability.
• North American manufacturers realize that they cannot compete with offshore industry based on the cost of labour, we need to become more productive and utilize employee brainpower to continually improve production processes and develop new products. This requires ongoing training in soft and technical skills.
Training will be provided by a combination of colleges, universities and other 3rd party trainers.

The four colleges in Eastern Ontario have established Corporate training divisions that are capable of delivering relevant training at the speed of business.

Universities usually deliver more advanced leadership development training and tend to be targeted towards individuals within organizations as opposed to the more widely applicable college training.

Other 3rd party trainers can augment the training provided by colleges and universities. Many of these trainers have areas of specialization that may not be available through the colleges and universities. They may already have established relationships with a company or a group of companies.

Training needs to be delivered by a combination of methods such as in-class, in-plant and online. It needs to match the requirements of production and the availability of people to ensure ongoing production.
Innovative, forward thinking courses being offered by regional colleges, universities and 3rd party trainers.

**Loyalist College – Loyalist Training & Knowledge Centre**
- Process Operator - Food Manufacturing
- ASQ Certified Manager of Quality/Organizational Excellence
- LEAN and Green in Action - A Sustainability Workshop
- Project Management Professional Exam Prep
- The Lean Supply Chain – Optimizing Performance
- Performance Analysis and Feedback
- The 3 A’s of Leadership and Authority
- Pathways to Productivity
  - Maximizing Employee Contributions
  - Introduction to Lean Manufacturing
  - Eliminating Sources of Waste
  - Problem Solving Methodologies
  - Facilitation Skills
- 5S and the Visual Workplace
- Quick Changeovers

**Fleming College – Contract Training**
- Manufacturing Operations Certificate
- Preparing for Manufacturing Operations
- Manufacturing Realities in the Global Marketplace
- Complying with Statutory Regulations
- Analyzing Improvements
- Contributing to Effective Teamwork
- Continuous Improvement
- Root Cause Analysis
- Waste Reduction
- Downtime Analysis
- Performance Improvement Project
- Lean Plus Training and Certification
- PEAK Leadership Training

**Algonquin College Corporate Training**
- PRINCE2® (PRojects IN Controlled Environments) for Executives: Directing Successful Projects
- IFMA Sustainability Facility Professional Credential Program
- IFMA Facility Management Professional Credential Program
- Communication and Interpersonal Skills
  - Coaching Conversations
  - Building and Sustaining Effective Relationships
  - Successful Small Group Facilitation
  - Dealing with Demanding People and Situations
- Leadership & Management Skills
  - Leading a Diverse Workforce
  - Working Within a Multi-Generational Team
- Fundamentals of Leadership and Management Skills

**St. Lawrence College - Corporate Learning & Performance Improvement**
- Leadership for Managers Program
- Change Management
- Leadership
- Operationalizing the Strategic Plan
- Project Management
- Teams
- LEAN Awareness
- Meetings that Work
- Presentation Excellence
- Strategic Planning

**UOIT – The Management Development Centre**
- Project Management Programs
- Lean Training and Education
- Advanced Leadership Certificate Program
- Professional Management Certificate Program

**The Business Resource Centre**
- Manufacturing, Operations & Processes
- Management Development
- Project Management
Training Process

- **Training identified:** Companies identify their training needs or select it from a suite of courses offered by local post-secondary corporate training or chose to participate in a training session opened up by another manufacturer.

- **Eligibility of training confirmed:** Company checks with local administrator to confirm if training is eligible. If there is space for other companies to participate the local administrator is notified and they can then advertise the availability of the training to others.

- **Training conducted:** Company takes part in the training.

- **Paper work processed:** The company is invoiced by the trainer. They pay the trainer then provide the invoice to the local administrator. The local administrator compiles required documentation and submits it along with other training claims to the project coordinator at pre-set times. The project coordinator takes all area claims and submits them at the appropriate time to EODP Regional Staff. A provision is in place for a manufacturer to submit a

- **Payment:** EODP provides payment to the project coordinator who then issues cheques to claiming companies.
Receive a 60% reimbursement to develop your employees' technical and soft skills

**Purpose:** This project will support manufacturers' goal to achieve global manufacturing competitiveness by offsetting 50% of 3rd party training costs associated with improving employees' technical and soft skills development activities. This may include collaborative multi-company training, company specific activities and individual training related to:

1. Development of soft skills (teamwork, problem solving, time management, communication, etc.).
2. Development of technical skills (note that legislated training such as forklift or WHMIS is not covered but courses such as train the trainer for forklift may qualify if they contain a high percentage of adult training material).

**Eligibility:** To be eligible for this program, you must:

1. Be a manufacturer/trade shop located in an area serviced by one of the fifteen CFDCs that comprise the Eastern Ontario Community Futures Development Corporations (CFDC) Network (see [www.eocfcd.ca](http://www.eocfcd.ca) or be located in Kingston or Ottawa.
2. Participate in an approved technical or soft skills development activity delivered by a 3rd party.

**Steps for applying:**

1. Identify your priority training requirements.
2. Contact your regional coordinating agency to ensure funds are available and that your training qualifies. If your training qualifies and funds are available complete and submit the claim form and a copy of the invoice.
3. Conduct the training with a college, university or other 3rd party trainer.
4. Pay your trainer.
5. You may submit a Certification of Payment of Invoice to expedite the processing of your claim.
6. Once you receive proof of payment of the invoice submit it. As this must be submitted prior to February 28, 2015 ensure you conduct training in advance of your payment cycle.

**Background:** This Eastern Ontario Development Program (EODP) Collaborative Project is made possible by a contribution from the Government of Canada through FedDev Ontario and the Eastern Ontario Community Futures Development Corporation (EO-CFDC). Quinte Economic Development Commission (QEDC) has secured these funds on behalf of Eastern Ontario manufacturers and is working in collaboration with your local economic development offices and/or manufacturing associations to deliver this program. The Skills & Jobs initiative may be offered from April 2015 through February 2016 if this pilot project proves successful.

**Notes:**

1. The phase of the program is scheduled to end on February 28, 2015. Depending on manufacturer participation rates, funds may be allocated before then.
2. GST and employee costs are not refundable.
3. As this is a federal funded program, FedDev who provides funding for EODP may ask for additional documentation and may impose additional criteria that is not specified here. We have made every reasonable attempt to ascertain what you need to provide as supporting documentation but as they are the funders of this program you will need to comply with any request they may make for additional supporting documentation. FedDev may also at their discretion terminate funding for this program with 30 days' notice.
4. Proof of payment of a third party invoice includes a copy of the front and back of a processed cheque, bank records (not the manufacturer's own records) or a copy of a credit card statement that clearly demonstrates the invoice has been fully paid.
5. If you have an idea for a multi-company training session, please contact your regional coordinating agency. Where numbers permit, it may be possible to arrange a multi-company training session.
6. The final decision on what training is covered rests with Quinte Economic Development Commission.

If you have any questions or to determine if your training qualifies, please contact your regional coordinating agency.
## Claim forms

### Eastern Ontario Manufacturing - Skills & Jobs Initiative
**EODP Collaborative Project – 2014-2015 - Application**

#### Company Information
- **Company Name:**
- **Address:**
- **Contact Person:**
- **Phone Number:**
- **Fax Number:**
- **Email:**
- **NAICS code (3 digit):**
- **Business number:**
- **Organization type:**
- **Current sales:**
  - **North America:**
  - **Outside North America:**

#### Training Information
- **Date(s) of training:**
- **Number of people trained:**
- **Focus of Training**
  - Technical Skills
  - Soft Skills
- **Please provide a brief summary of the training provided:**
- **List any anticipated benefits received from the training (i.e. increase sales by x%, increase productivity by x%, new markets/products, etc.):**

#### Certification of Application
- I CONFIRM THAT I have the authorization to sign official documents related to this application for my organization.
- I understand that this is a discretionary program subject to funding.
- I understand that a complete application that meets all of the assessment criteria does not indicate that funding will be granted. All applicants whose proposals are approved for this program’s funding will be notified.
- I understand that release of the funding is dependent upon the availability of funds, provision of training invoice and proof of payment of invoice.
- EQ.CFDC retains the right to conduct a site visit, arranged through your local coordinating agency, to review the program’s impact.
- The Eligible Recipient shall at all times indemnify and save harmless HER MAJESTY THE QUEEN IN RIGHT OF CANADA represented by the Minister Responsible for Federal Economic Development Agency for Southern Ontario and the EQ.CFDC Network, QUINTE ECONOMIC DEVELOPMENT COMMISSION and the local coordinating agency and all of their officers, officials, employees and agents from and against all claims and demands, losses, costs, damages, actions, suits or other proceedings (including without limitation those relating to injury to persons, damage to or loss or destruction of property, economic loss or infringements of rights) by whomever brought or prosecuted or threatened to be brought or prosecuted in any manner based upon or occasioned by any injury to persons, damage to or loss or destruction of property, economic loss or infringement of rights, caused by, or arising directly or indirectly from the Eastern Ontario Manufacturing - Skills & Jobs Initiative or the Eligible Recipients activities relating to the Eastern Ontario Manufacturing - Skills & Jobs Initiative.

#### Signatures
- **Signature:**
- **Position:**
- **Date:**

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*Bottom customized for each coordinating agency*
Claim forms

Eastern Ontario Manufacturing - Skills & Jobs Initiative
EODP Collaborative Project - 2014-2015 - Certification of Payment of Invoice

Use this form if you wish to have your claim processed prior to receipt of proof of payment. This may help speed up the disbursement of funds to your company as it is recognized, that in some organizations, payment of an invoice and receipt of proof of payment of that invoice may take some time.

By submitting this Certification of Payment of Invoice, Quinte Economic Development Commission can proceed with claiming the Training Reimbursement funds from EQ CFDC.

These funds will then be sent to you on provision of proof of payment of the third party invoice. Proof of payment of a third party invoice includes a copy of the front and back of the processed cheque, bank records (not the manufacturer’s own records) or a copy of a credit card statement that clearly demonstrates the invoice has been fully paid.

<table>
<thead>
<tr>
<th>Company Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company Name:</td>
</tr>
<tr>
<td>Address:</td>
</tr>
<tr>
<td>Training Provider:</td>
</tr>
<tr>
<td>Training cost from invoice:</td>
</tr>
<tr>
<td>Invoice number:</td>
</tr>
</tbody>
</table>

I Confirm that I have the authorization to sign official documents related to this application for my organization.

I hereby certify that our company (specified above) has paid the training provider (specified above) the dollar amount (specified above) as per the invoice number (specified above).

We will provide proof of payment of the invoice when we obtain it so that we can receive the Training Reimbursement funds.

<table>
<thead>
<tr>
<th>Certification of Payment of Invoice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature:</td>
</tr>
<tr>
<td>Position:</td>
</tr>
<tr>
<td>Printed name:</td>
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<tr>
<td>Date:</td>
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</tbody>
</table>
About Magnet

Visit https://www.youtube.com/watch?v=FEFe6CGBSj8 to view the video
Magnet connects people with the right opportunities.

We match you with thousands of jobs and opportunities.

We empower communities with local labour market information.
### Some of Magnet’s Partners

<table>
<thead>
<tr>
<th>Educational Institutions</th>
<th>Community Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academy of Learning College</td>
<td>CCLCS</td>
</tr>
<tr>
<td>COHS</td>
<td>Goodwill</td>
</tr>
<tr>
<td>CENTENNIAL COLLEGE</td>
<td></td>
</tr>
<tr>
<td>DALHOUSSIE UNIVERSITY</td>
<td>The Counselling Foundation of Canada</td>
</tr>
<tr>
<td>DURHAM COLLEGE</td>
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<td>EXATEC</td>
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<td>FANSHAWE COLLEGE</td>
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<td>George Brown College</td>
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<td>HERZING COLLEGE</td>
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<td>HUMBER</td>
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<td>Loyalist College</td>
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<td>NIAGARA COLLEGE Canada</td>
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<td>NPISSING UNIVERSITY</td>
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<td>QcAD U</td>
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<td>Ryerson University</td>
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<td>Sheridan College</td>
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<td>ST.CLAIR COLLEGE</td>
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<td>UOIT</td>
<td></td>
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<tr>
<td>University of Toronto</td>
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<tr>
<td>Western University</td>
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</tr>
</tbody>
</table>
Some of Magnet’s Partners

Economic and Workforce Development

- The Career Foundation
- The Conference Board of Canada
- Culture Company
- Essential Skills
- FIRST WORK
- H.A. North
- LPMN
- SLWDB
- tqSkills
- Workforce Planning Hamilton
- Workforce Planning Board of Waterloo Wellington Dufferin

Education and Training Associations

- Council of Ontario Universities
- Council des Universités de l'Ontario
- HigherEdPoints.com
- WES

Entrepreneurial Hubs

- Digital Media Zone
- futurpreneur Canada

Professional Associations

- CSCP
- CompTIA
- ITAC ACTI
- ORHMA
- Ontario Chamber of Commerce
Partnership with EORN

EOWCs Eastern Ontario’s Economic Development Strategy was publically released in August. It contained 3 Strategic Priorities with Strategic Priority 1 focusing on Workforce Development & Deployment. The report includes two Short Term Actions that align with the objective to Strengthen the access and quality of labour market intelligence to address the needs of business and individuals.

1. Strengthen local labour market intelligence through a validated local job demand vacancy reporting system that is further informed through the region’s Employer One survey results. The job vacancy reporting system captures near real time labour market demand by such criteria as industry activity, occupational demand, education, wages, municipality and/or county and/or Eastern Ontario.

2. Create an Aggregated Job Posting Service which builds on but does not replicate existing services (e.g. ca.jobrapido.com; EasternOntarioJobShop.com). This site would aggregate all job postings across Eastern Ontario as a means of informing job seekers, and demonstrating the depth of opportunities; such information offers significant value to those looking to relocate to an area.
Magnet for Employers

Use a Job Posting to create an active search agent for the ideal candidate.

The employer’s Magnet Job Posting will serve them in 2 ways. First, an employer’s **Free Job Posting will appear to the individual users in their Job Search results.** They may apply to the employer online at no charge to the employer or them. Second, with Candidate Connect, Magnet will **seek out and market the position to the most qualified candidates among the registered users**, and invite them to apply for the position. Once they apply, the employer can review how they match up to the requirements, select the applicants who interest them and connect with the candidate for only $9.99 per candidate, saving time and money by effectively competing for the best.

When an employer connects with candidates, they can communicate with the candidate instantly online, view the detailed information inside their profiles and share this information with their colleagues through guest queues. Connections are also persistent - they stay active in the employer’s account unless either the employer or the candidate decide to terminate the connection - so employers can build a funnel of qualified candidates for future hires.

**Skill search parameters can be modified immediately to narrow or broaden the range of potential candidates giving companies control over what skills are essential and what are extras based on what skills exist within the database.**
Magnet for Job Seekers

Building a matchmaking profile is as simple as uploading a resume and answering a few questions. Once complete, the profile acts as a beacon that attracts the job matches the job seeker cares about ... accurately and privately.

Magnet was designed to capture and present the job seeker’s value in a highly accurate way. Building a profile is a simple point and select process. That said, as a profile is created a job seeker will begin to understand the power associated with how their information is collected and organized.

Personal privacy is paramount. Unlike in other environments, no personal information is EVER disclosed unless the job seeker decides to do so. Jobs and opportunities chase job seekers based on their skills and interests matching criteria. If they are not interested in an opportunity then their identity will not be shared. Only when the job seeker decides that they want to apply to an opportunity and the employer decides to "connect" with them based on their profile matching data is the job seeker’s identity revealed - and it is only released in a private and secure communication environment between them and the employer.

Once a profile is built, the jobs and opportunities that the job seeker cares about and are qualified for will start to chase them. That means that even if they are not looking for a new challenge, they always have a better understanding for their personal market potential. They gain an understanding for what jobs, opportunities, employers and professional communities match their profile. Magnet also scours existing sites such as Monster and Job Bank to identify other potential employment opportunities.
Magnet for Communities

Help your members become more successful by giving them the ability to find and connect with the right opportunities quickly and accurately. Individuals can be accurately matched to job postings, relevant events and other valuable opportunities. Matching can occur both inside and outside of your community, delivering maximum benefit to all who participate.

Help your members make the connections that will support their success, and understand your community with our analytics package.

Data Mining - Understand Your Community to Serve Them Better

Imagine being able to understand the needs and interests of your community members at the click of a button. What if you could understand the real-time gaps between labour supply and demand? Perhaps you would like to know specifically how your educational programs align to the skills and educational needs of employers. Or maybe you would like to understand community trend data that could lead to better decision-making. The Magnet Insight Dashboard was designed to serve these needs. As community data is gathered through individual profiles and job postings, you are able to search and view aggregated sets of current and historical information. In addition you can understand community trend data such as how needs, skills, and interests are evolving. Help serve and empower your community by understanding it better.
Who will use Magnet and Why

Post-secondary Institutions:
Magnet allows post-secondary institutions to connect their graduates with employers, increasing the placement of students in jobs that are applicable to their training. It also allows post-secondary institutions to better understand their student population as the system agglomerates data such as languages spoken in relationship to skills obtained. It can identify training gaps between real-world needs and what is being offered. The post-secondary institutions that are currently signed up are starting to populating the system with potential employees for Ontario businesses.

Chambers of Commerce:
The Ontario Chamber of Commerce (OCC) has recognized the power of the unique functionality of the platform. The OCC will be part of the roll out the adoption of this platform throughout its members. It recognizes the power that comes from effectively and efficiently connecting employers with the job seekers. Over 20 local Chambers are already signed up to participate and this number will grow as the OCC promotes it and participating Chambers talk about its effectiveness in helping employers find needed employees and as the Chambers mine local data to understand trends and needs within their communities.

Partner Organizations:
A number of partner organizations have signed up so far. In many cases they are signing up so they can reach out to their sphere of influence and provide a means to connect their “clients” with the job market. These organizations may serve any number of “clients” including as examples underprivileged youth, new Canadians or people with disabilities. In many cases these organizations utilize the free portal to help their “clients” and do not pay to access the data mining capabilities of Magnet.
Basic Profile Information

First Name
Mike

Last Name
Hewitt

E-Mail

Your E-Mail Address

Phone Number

Your Phone Number

Website (optional)
Enter a URL if you have a website that describes you, your business or the services you provide. Only provide a site you would want an employer to visit.

http://www.yourwebsite.domain

Postal/Zip Code  (Required)

Your Postal / Zip Code

Street Address

Your Street Address

Location  (Required)

Country
Your Country of Residence

State / Province
Your State or Province

City
Your City

4 More Required Field(s)

For employers to find you, complete the following fields in:

• Profile Location info
• Work Eligibility
• At least one Education or Work Experience record
• Opportunity Preferences Section

1 More Recommended Field(s)

To maximize your job matching score, complete the following fields in:

• Basic Profile

Notifications

You have no new notifications.
Profession

Your profession should reflect the type of position you are interested in and qualified for (Ex: Marketing Specialist, Electrical Engineer, Financial Analyst...).

Your Profession

Profile Statement

Enter a statement which summarizes the value that you bring to an employer. Provide examples of how you employed your personal qualities, strengths and skills to deliver results.

Your Profile Statement

Work Eligibility *(Required)*

Enter the country(s) in which you are eligible to work, for example, your country of citizenship or for which you have a work visa.

Enter Country

SHOW ALL SELECTIONS

Languages *(Recommended)*

Enter all the languages for which you have a Working Level (ILR Level 2) of Proficiency.

Enter Languages
Work Experience

Complete a separate work experience record for each position you've held even if at the same employer.

Position Info

Job Title
Enter your job title as it might have appeared on your business card: for example, Manager, Customer Services.

Accomplishments
Enter a description of your responsibilities on this job and highlight your accomplishments (with quantifiable results if appropriate).

Skills Type
The skills I used on this job were associated with:

- A function within an Organization
- Skilled Trades Services
A function within an Organization

For example, working within a Human Resources department or at an Advertising, Marketing & Communications Services provider.

While on this role I performed the following function: (Required)

Pick the selection that best describes the function which you performed on this job.

Your Functional Area

- Clerical & Administrative
- Engineering
- Finance, Corporate Development
- Human Resources
- Leadership/Governance
- Legal
- Marketing, Communications, Advertising
- Purchasing, Logistics, Inventory Management
- Real Estate/Facilities/Equipment Management
- Sales, Business Development
- Software Development, Information Technology
- Training, Customer Support
- Accounting, Tax & Financial Advisory Services, Operations/Services

Starting Date

Enter the date on which you started working for this employer.

Click here to enter date

Ending Date

Enter the date on which you stopped working for this employer.

Click here to enter date

This is my current position
**Employer Info**

**Name** *(Recommended)*

Enter the name of the company or organization you work, or worked, for.

Employer Name

**Location**

Enter the location in which you worked for this employer.

**Country**

- Country of Employment

**State/Province**

- State/Province of Employment

**City/Other**

- City/Other Location of Employment

**Employer Type** *(Recommended)*

Select the employer type (Business - Private; Business - Public; Not for Profit; Public Sector).

**Number of Employees** *(Recommended)*

Select the range that best represents the number of employees working for your employer.

**Employer's Industry(ies)** *(Recommended)*

Enter your employer's industry. If your employer was in more than one industry, include all of the employer's industries that you personally worked in while in this position.

- Justice Administration & Courts
- Legal Services
- Manufacturing - Beverage
- Manufacturing - Aerospace
- Manufacturing - Automotive
- Manufacturing - Beverage
- Manufacturing - Chemical
- Manufacturing - Clothing
- Manufacturing - Computer & Electronics
- Medical & Health
- Non-profit
- Other
- Retail
- Technology
- Transportation & Logistics
- Wholesale
Preferences and Affiliations

Make selections below to create your opportunity preferences statement.

Preferences

Opportunity Preferences Statement

I am interested in receiving invitations to apply for all opportunities that match my qualifications.

Opportunity Level *(Required)*

Opportunity Area *(Required)*

Opportunity Type *(Required)*

Select by Location

Country

State / Province

City

Notifications

You have no new notifications.